

L I C E N S E   R E N E W A L   A U T H O R I Z A T I O N

-----

RUN DATE: 16-92-01

THIS IS TO NOTIFY YOU THAT YOUR  
APPLICATION FOR RENEWAL OF  
LICENSE WAS GRANTED ON 01-10-92  
FOR A TERM EXPIRING ON 06-01-96  
FREQUENCY: 1460KHZ

THIS IS YOUR LICENSE RENEWAL  
AUTHORIZATION FOR STATION  
KCCL  
PARIS AR

DIAMOND STATE BROADCASTING, INC.  
KCCL AM STATION  
P. O. BOX 40  
ENGLAND, AR 72046

THIS ALSO IS THE RENEWAL  
CERTIFICATE FOR YOUR CURRENTLY  
AUTHORIZED AUXILIARY SERVICES.

THIS CARD MUST BE POSTED WITH THE  
STATION'S LICENSE CERTIFICATE AND  
ANY SUBSEQUENT MODIFICATIONS.

APPLICATION FOR RENEWAL OF LICENSE FOR  
COMMERCIAL AND NONCOMMERCIAL AM, FM OR TV BROADCAST STATION

<b>RECEIVED</b>  <b>MAR 28 1989</b>  FCC <b>FEE SECTION</b>	For <u>Commission</u> Fee Use Only	FEE NO: <b>08013835</b>	For <u>Applicant</u> Fee Use Only
		FEE TYPE: <b>MRP</b>	Is a fee submitted with this application? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
		FEE AMT: <b>30.00</b>	If No, indicate reason therefor (check one box): <input type="checkbox"/> Nonfeeable application
		ID SEQ: <b>11</b>	Fee Exempt (See 47 C.F.R. Section 1.1112) <input type="checkbox"/> Noncommercial educational licensee <input type="checkbox"/> Governmental entity
For <u>Commission</u> Use Only: File No. <b>890328KLM</b>			

1. Name of Applicant <b>DIAMOND STATE BROADCASTING, INC.</b>		4. Have the following reports been filed with the Commission:	
Mailing Address <b>P. O. BOX 40</b>		(a) The Broadcast Station Annual Employment Reports (FCC Form 395-B) as required by 47 C.F.R. Section 73.3612? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	
City <b>ENGLAND</b>	State <b>AR</b>	ZIP Code <b>72046</b>	If No, attach as Exhibit No. _____ an explanation.
2. This application is for: <input checked="" type="checkbox"/> AM <input type="checkbox"/> FM <input type="checkbox"/> TV		(b) The applicant's Ownership Report (FCC Form 323 or 323-E) as required by 47 C.F.R. Section 73.3615? <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No	
(a) Call Letters: <b>K C C L - Am</b>	(b) Principal Community: City <b>PARIS</b> State <b>AR</b>		If No, give the following information: Date last ownership report was filed <b>05-31-88</b> Call letters of station for which it was filed <b>KCCL</b>
3. Attach as Exhibit No. _____ an identification of any FM booster or TV booster station for which renewal of license is also requested.			

5. Is the applicant in compliance with the provisions of Section 310 of the Communications Act of 1934, as amended, relating to interests of aliens and foreign governments? ☒ Yes ☐ No  
If No, attach as Exhibit No. \_\_\_\_\_ an explanation.
6. Since the filing of the applicant's last renewal application for this station or other major application, has an adverse finding been made or final action been taken by any court or administrative body with respect to the applicant or parties to the application in a civil or criminal proceeding, brought under the provisions of any law relating to the following: any felony; broadcast related antitrust or unfair competition; criminal fraud or fraud before another governmental unit; or discrimination? ☐ Yes ☒ No  
If Yes, attach as Exhibit No. \_\_\_\_\_ a full description of the persons and matters involved, including an identification of the court or administrative body and the proceeding (by dates and file numbers) and the disposition of the litigation.
7. Would a Commission grant of this application come within 47 C.F.R. Section 1.1307, such that it may have a significant environmental impact? ☐ Yes ☒ No  
If Yes, attach as Exhibit No. \_\_\_\_\_ an Environmental Assessment required by 47 C.F.R. Section 1.1311.  
If No, explain briefly why not. **CATEGORICALLY EXCLUDED AND MEETS A N S I STANDARDS**
8. Has the applicant placed in its station's public inspection file at the appropriate times the documentation required by 47 C.F.R. Sections 73.3526 or 73.3527? ☒ Yes ☐ No  
If No, attach as Exhibit No. \_\_\_\_\_ a complete statement of explanation.

The APPLICANT hereby waives any claim to the use of any particular frequency or of the electromagnetic spectrum as against the regulatory power of the United States because of the previous use of the same, whether by license or otherwise, and requests an authorization in accordance with this application. (See Section 304 of the Communications Act of 1934, as amended.)

The APPLICANT acknowledges that all the statements made in this application and attached exhibits are considered material representations and that all the exhibits are a material part hereof and are incorporated herein as set out in full in the application.

**CERTIFICATION:** I certify that the statements in this application are true, complete, and correct to the best of my knowledge and belief, and are made in good faith.

Name	WILLIE R. HARRIS	Signature	<i>Willie R. Harris</i>
Title	PRESIDENT	Date	03-24-89

WILLFUL FALSE STATEMENTS MADE ON THIS FORM ARE PUNISHABLE BY FINE AND IMPRISONMENT. U.S. CODE, TITLE 18, SECTION 1001.

APPLICATION FOR RENEWAL OF LICENSE FOR  
COMMERCIAL AND NONCOMMERCIAL AM, FM OR TV BROADCAST STATION

<p>For <u>Commission</u> Fee Use Only</p> <div style="text-align: center; font-size: 1.2em; font-weight: bold;">RECEIVED</div> <div style="text-align: center; font-size: 1.1em; font-weight: bold;">MAR 28 1989</div> <div style="text-align: center; font-size: 0.9em;">FCC FEE SECTION</div>	<table border="1" style="width:100%; border-collapse: collapse;"> <tr> <td style="padding: 2px;">FEE NO:</td> <td style="padding: 2px; text-align: center;">08013835</td> </tr> <tr> <td style="padding: 2px;">FEE TYPE:</td> <td style="padding: 2px; text-align: center;">MRY</td> </tr> <tr> <td style="padding: 2px;">FEE AMT:</td> <td style="padding: 2px; text-align: center;">30.00</td> </tr> <tr> <td style="padding: 2px;">ID SEQ:</td> <td style="padding: 2px; text-align: center;">011</td> </tr> </table>	FEE NO:	08013835	FEE TYPE:	MRY	FEE AMT:	30.00	ID SEQ:	011	<p>For <u>Applicant</u> Fee Use Only</p> <p>Is a fee submitted with this application? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No</p> <p>If No, indicate reason therefor (check one box):</p> <p><input type="checkbox"/> Nonfeeable application</p> <p><input type="checkbox"/> Fee Exempt (See 47 C.F.R. Section 1.1112)</p> <p><input type="checkbox"/> Noncommercial educational licensee</p> <p><input type="checkbox"/> Governmental entity</p>
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<p>1. Name of Applicant <u>DIAMOND STATE BROADCASTING, INC.</u></p> <p>Mailing Address <u>P. O. BOX 40</u></p> <table style="width:100%;"> <tr> <td style="width:33%;">City <u>ENGLAND</u></td> <td style="width:33%;">State <u>AR</u></td> <td style="width:33%;">Zip Code <u>72046</u></td> </tr> </table> <p>2. This application is for: <input checked="" type="checkbox"/> AM <input type="checkbox"/> FM <input type="checkbox"/> TV</p> <table style="width:100%;"> <tr> <td style="width:50%;">(a) Call Letters: <u>K C C L - Am</u></td> <td style="width:50%;">(b) Principal Community: City <u>PARIS</u> State <u>AR</u></td> </tr> </table> <p>3. Attach as Exhibit No. _____ an identification of any FM booster or TV booster station for which renewal of license is also requested.</p>	City <u>ENGLAND</u>	State <u>AR</u>	Zip Code <u>72046</u>	(a) Call Letters: <u>K C C L - Am</u>	(b) Principal Community: City <u>PARIS</u> State <u>AR</u>	<p>4. Have the following reports been filed with the Commission:</p> <p>(a) The Broadcast Station Annual Employment Reports (FCC Form 395-B) as required by 47 C.F.R. Section 73.3612? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No</p> <p>If No, attach as Exhibit No. _____ an explanation.</p> <p>(b) The applicant's Ownership Report (FCC Form 323 or 323-E) as required by 47 C.F.R. Section 73.3615? <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No</p> <p>If No, give the following information:</p> <p>Date last ownership report was filed <u>05-31-88</u></p> <p>Call letters of station for which it was filed <u>KCC L</u></p>
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(a) Call Letters: <u>K C C L - Am</u>	(b) Principal Community: City <u>PARIS</u> State <u>AR</u>					

FCC 303-S  
May 1988

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- If No, attach as Exhibit No. \_\_\_\_\_ an explanation.
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- If Yes, attach as Exhibit No. \_\_\_\_\_ a full description of the persons and matters involved, including an identification of the court or administrative body and the proceeding (by dates and file numbers) and the disposition of the litigation.
7. Would a Commission grant of this application come within 47 C.F.R. Section 1.1307, such that it may have a significant environmental impact? ☐ Yes ☒ No
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The APPLICANT acknowledges that all the statements made in this application and attached exhibits are considered material representations and that all the exhibits are a material part hereof and are incorporated herein as set out in full in the application.

CERTIFICATION: I certify that the statements in this application are true, complete, and correct to the best of my knowledge and belief, and are made in good faith.

<p>Name <u>WILLIE R. HARRIS</u></p>	<p>Signature <u>Willie R. Harris</u></p>
<p>Title <u>PRESIDENT</u></p>	<p>Date <u>03-24-89</u></p>

RECEIVED

**BARAFF, KOERNER, OLENDER & HOCHBERG, P. C.** **OCT 20 1988**

ATTORNEYS AT LAW  
2033 M STREET, N.W., SUITE 700  
WASHINGTON, D. C. 20036-3355  
(202) 452-8200

**OCT 21 1988**  
Federal Communications Commission  
Office of the Secretary

DIVISION

B. JAY BARAFF  
ROBERT L. OLENDER  
JAMES A. KOERNER  
PHILIP R. HOCHBERG  
AARON P. SHAINIS  
LEE J. PELTZMAN

October 20, 1988

OF COUNSEL  
ROBERT BENNETT LUBIC

**OCT 21 1988**

TELECOPY  
(202) 223-2895

JAMES E. MEYERS

**AM BRANCH**

Ms. Donna R. Searcy  
Secretary  
Federal Communications Commission  
1919 M Street, N.W.  
Washington, D.C. 20554

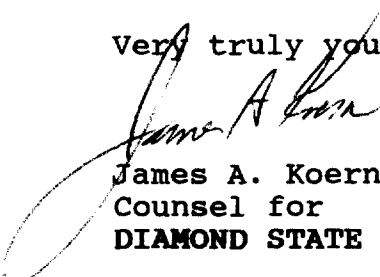
Re: Stations KCCL-AM and FM  
Paris, Arkansas  
and  
KLRA-AM and FM  
England, Arkansas

Dear Ms. Searcy:

On behalf of Diamond State Broadcasting, Inc., licensee of Radio Stations KCCL-AM and FM, Paris, Arkansas, and KLRA-AM and FM, England, Arkansas, this will advise the Commission that all acts necessary to consummate the transfer of control of the corporation pursuant to the Commission's grant of BTC-880531EA, BTC-880531EC, BTCH-880531EB and BTCH-880531ED have been completed.

Should additional information be necessary in connection with matter, please communicate with this office.

Very truly yours,

  
James A. Koerner  
Counsel for  
DIAMOND STATE BROADCASTING, INC.

JAK:jeb\AOCT2088

gr. 10/12/88

RECEIVED ✓

**BARAFF, KOERNER, OLENDER & HOCHBERG, P.A.** AUG - 2 1988

ATTORNEYS AT LAW  
2033 M STREET, N.W., SUITE 700  
WASHINGTON, D. C. 20036-3355

Federal Communications Commission  
Office of the Secretary

B. JAY BARAFF  
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LEE J. PELTZMAN  
GARY S. SMITHWICK  
JAMES E. MEYERS

OF COUNSEL  
ROBERT BENNETT LUBIC

TELECOPY  
(202) 223-2895

August 2, 1988

H. Walker Feaster, Acting Secretary  
Federal Communications Commission  
1919 M Street, N.W.  
Washington, D.C. 20554

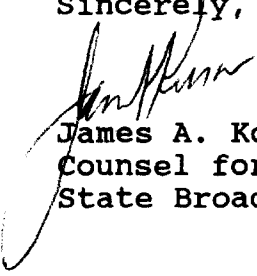
Re: File Nos. BTC-880531EA and BTCH-880531EB and  
BTC-880531EC and BTCH-880531ED

Dear Mr. Feaster:

On behalf of Diamond State Broadcasting, Inc., licensee of radio stations KCCL-AM&FM, Paris, Arkansas, and KLRA-AM&FM, England, Arkansas there is transmitted herewith in triplicate an amendment to above-referenced applications. This amendment was requested informally by the Commission's staff.

Should additional information be necessary in connection with this matter please communicate with this office.

Sincerely,

  
James A. Koerner  
Counsel for Diamond  
State Broadcasting, Inc.

cc: Myrtle Hastie

JAK/mvh/B08/02/88

RECEIVED

AUG - 2 1988

Federal Communications Commission  
Office of the Secretary

July 29, 1988

Federal Communications Commission  
Washington, D. C. 20554

Gentlemen:

Diamond State Broadcasting, Inc., licensee of radio stations KCCL-AM&FM, Paris, Arkansas, and KLRA-AM&FM, England, Arkansas and Willie R. Harris, transferee, hereby amend the pending application for transfer of control as follows:

1. The \$10,000 payment referenced in the Bill of Sale is a cash payment for all of the assets included on the list attached to the Bill of Sale.

2. The transferee intends to complete the construction authorized by BP-861208AA.

3. Attached hereto is an Equal Employment Opportunity Model Program.

Respectfully submitted,

DIAMOND STATE BROADCASTING, INC.  
and WILLIE R. HARRIS

By Willie R. Harris  
President

RECEIVED

Approved by OMB  
3060-0120  
Expires 9/30/90

BROADCAST EQUAL EMPLOYMENT OPPORTUNITY

MODEL PROGRAM REPORT

AUG - 2 1988

Federal Communications Commission  
Office of the Secretary

1. APPLICANT

Name of Applicant  Diamond State Broadcasting, Inc.	Address  P.O. Box 40 England, AR 72046
Telephone Number (include area code)	

2. This form is being submitted in conjunction with:

☐ Application for Construction Permit for New Station ☐ Application for Assignment of License

☒ Application for Transfer of Control

(a) Call letters (or channel number of frequency) \_\_\_\_\_

KCCL

(b) Community of License (city and state) \_\_\_\_\_

Paris, AR

(c) Service:

☒ AM

☒ FM

☐ TV

☐ Other (Specify) \_\_\_\_\_

INSTRUCTIONS

Applicants seeking authority to construct a new commercial, noncommercial or international broadcast station, applicants seeking authority to obtain assignment of the construction permit or license of such a station, and applicants seeking authority to acquire control of an entity holding such construction permit or license are required to afford equal employment opportunity to all qualified persons and to refrain from discrimination in employment and related benefits on the basis of race, color, religion, national origin or sex. See Section 73.2080 of the Commission's Rules. Pursuant to these requirements, an applicant who proposes to employ five or more full-time employees must establish a program designed to assure equal employment opportunity for women and minority groups (that is, Blacks not of Hispanic origin, Asians or Pacific Islanders, American Indians or Alaskan Natives and Hispanics). This is submitted to the Commission as the Model EEO Program. If minority group representation in the available labor force is less than five percent (in the aggregate), a program for minority group members is not required. In such cases, a statement so indicating must be set forth in the EEO model program. However, a program must be filed for women since they comprise a significant percentage of virtually all area labor forces. If an applicant proposes to employ fewer than five full-time employees, no EEO program for women or minorities need be filed.

Guidelines for a Model EEO Program and a Model EEO Program are attached.

NOTE: Check appropriate box, sign the certification below and return to FCC:

☐ Station will employ fewer than 5 full-time employees; therefore no written program is being submitted.

☒ Station will employ 5 or more full-time employees. Our Model EEO Program is attached. (You must complete all sections of this form.)

I certify that the statements made herein are true, complete, and correct to the best of my knowledge and belief, and are made in good faith.

Signed and dated this 29th day of July, 1988

Signed

Title

William R. Harris  
President

WILLFUL FALSE STATEMENTS MADE ON THIS FORM ARE PUNISHABLE BY FINE AND IMPRISONMENT.  
U.S. CODE, TITLE 18, SECTION 1001.



## GUIDELINES TO THE MODEL EEO PROGRAM

The model EEO program adopted by the Commission for construction permit applicants, assignees and transferees contains five sections designed to assist the applicant in establishing an effective EEO program for its station. The specific elements which should be addressed are as follows:

### I. GENERAL POLICY

The first section of the program should contain a statement by the applicant that it will afford equal employment opportunity in all personnel actions without regard to race, color, religion, national origin or sex, and that it has adopted an EEO program which is designed to fully utilize the skills of qualified minorities and women in the relevant available labor force.

### II. RESPONSIBILITY FOR IMPLEMENTATION

This section calls for the name (if known) and title of the official who will be designated by the applicant to have responsibility for implementing the station's program.

### III. POLICY DISSEMINATION

The purpose of this section is to disclose the manner in which the station's EEO policy will be communicated to employees and prospective employees. The applicant's program should indicate whether it: (a) intends to utilize an employment application form which contains a notice informing job applicants that discrimination is prohibited and that persons who believe that they have been discriminated against may notify appropriate governmental agencies; (b) will post a notice which informs job applicants and employees that the applicant is an equal opportunity employer and that they may notify appropriate governmental authorities if they believe that they have been discriminated against; and (c) will seek the cooperation of labor unions, if represented at the station, in the implementation of its EEO program and in the inclusion of nondiscrimination provisions in union contracts. The applicant should also set forth any other methods it proposes to utilize in conveying its EEO policy (e.g., orientation materials, on-air announcements, station newsletter) to employees and prospective employees.

### IV. RECRUITMENT

The applicant should specify the recruitment sources and other techniques it proposes to use to attract qualified minority and female job applicants. Not all of the categories of recruitment sources need be utilized. The purpose of the listing is to assist the applicant in developing specialized referral sources to establish a pool of qualified minorities and women who can be contacted as job opportunities occur. Sources which subsequently prove to be nonproductive should not be relied on and new sources should be sought.

### V. TRAINING

Training programs are not mandatory. Each applicant is expected to decide, depending upon its own individual situation, whether a training program is feasible and would assist in its effort to increase the available pool of qualified minority and female applicants. Additionally, the applicant may set forth any other assistance it proposes to give to students, schools or colleges which is designed to be of benefit to minorities and women interested in entering the broadcasting field. The beneficiary of such assistance should be listed, as well as the form of assistance, such as contributions to scholarships, participation in work study programs, and the like.

## MODEL EQUAL EMPLOYMENT OPPORTUNITY PROGRAM

### I. GENERAL POLICY

It will be our policy to provide employment opportunity to all qualified individuals without regard to their race, color, religion, national origin or sex in all personnel actions including recruitment, evaluation, selection, promotion, compensation, training and termination.

It will also be our policy to promote the realization of equal employment opportunity through a positive, continuing program of specific practices designed to ensure the full realization of equal employment opportunity without regard to race, color, religion, national origin or sex.

To make this policy effective, and to ensure conformance with the Rules and Regulations of the Federal Communications Commission, we have adopted an Equal Employment Opportunity Program which includes the following elements:

### II. RESPONSIBILITY FOR IMPLEMENTATION

(Name/Title) Willie R. Harris, President will be responsible for the administration and implementation of our Equal Employment Opportunity Program. It will also be the responsibility of all persons making employment decisions with respect to the recruitment, evaluation, selection, promotion, compensation, training and termination of employees to ensure that our policy and program is adhered to and that no person is discriminated against in employment because of race, color, religion, national origin or sex.

### III. POLICY DISSEMINATION

To assure that all members of the staff are cognizant of our equal employment opportunity policy and their individual responsibilities in carrying out this policy, the following communication efforts will be made:



The station's employment application form will contain a notice informing prospective employees that discrimination because of race, color, religion, national origin or sex is prohibited and that they may notify the appropriate local, State or Federal agency if they believe they have been the victims of discrimination.



Appropriate notices will be posted informing applicants and employees that the station is an Equal Opportunity Employer and of their right to notify an appropriate local, State or Federal agency if they believe they have been the victims of discrimination.



We will seek the cooperation of unions, if represented at the station, to help implement our EEO program and all union contracts will contain a nondiscrimination clause.



Other (specify)

#### IV. RECRUITMENT

To ensure nondiscrimination in relation to minorities and women, and to foster their full consideration whenever job vacancies occur, we propose to utilize the following recruitment procedures:



We will contact a variety of minority and women's organizations to encourage the referral of qualified minority and women applicants whenever job vacancies occur. Examples of organizations we intend to contact are:

NOW

NAACP



In addition to the organizations noted above, which specialize in minority and women candidates, we will deal only with employment services, including State employment agencies, which refer job candidates without regard to their race, color, religion, national origin or sex. Examples of these employment referral services are:

State Employment Service



When we recruit prospective employees from educational institutions such recruitment efforts will include area schools and colleges with minority and women enrollments. Educational institutions to be contacted for recruitment purposes are:

Area High Schools



When we place employment advertisements with media some of such advertisements will be placed in media which have significant circulation or viewership or are of particular interest to minorities and women. Examples of media to be utilized are:

Broadcasting



We will encourage employees to refer qualified minority and women candidates for existing and future job openings.

## V. TRAINING

- ☐ Station resources and/or needs will be such that we will be unable or do not choose to institute programs for upgrading the skills of employees.
- ☒ We will provide on-the-job training to upgrade the skills of employees.
- ☐ We will provide assistance to students, schools, or colleges in programs designed to enable qualified minorities and women to compete in the broadcast employment market on an equitable basis:

School or Other Beneficiary

Proposed Form of Assistance

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- ☐ Other (specify)

### FCC NOTICE TO INDIVIDUALS REQUIRED BY THE PRIVACY ACT AND THE PAPERWORK REDUCTION ACT

The solicitation of personal information requested in this application is authorized by the Communications Act of 1934, as amended. The principal purpose for which the information will be used is to determine if the application requested is consistent with the public interest. The staff, consisting variously of attorneys, analysts, engineers, and applications examiners, will use the information to determine whether the application should be granted, denied, dismissed, or designated for hearing. If all the information requested is not provided, the application may be returned without action having been taken upon it or its processing may be delayed while a request is made to provide the missing information. Accordingly, every effort should be made to provide all necessary information. Your response is required to obtain the requested authority.

THE FOREGOING NOTICE IS REQUIRED BY THE PRIVACY ACT OF 1974, P.L. 93-579, DECEMBER 31, 1974, 5 U.S.C. 552a(e)(3) AND THE PAPERWORK REDUCTION ACT OF 1980, P.L. 96-511, DECEMBER 11, 1980, 44 U.S.C. 3507.

**TRIPLICATE**

**RECEIVED**

**BARAFF, KOERNER, OLENDER & HOCHBERG, P. C.** **AUG - 2 1988**

ATTORNEYS AT LAW  
2033 M STREET, N.W. SUITE 700  
WASHINGTON, D. C. 20036-3355

Federal Communications Commission  
Office of the Secretary

(202) 452-8200

**B. JAY BARAFF**  
**ROBERT L. OLENDER**  
**JAMES A. KOERNER**  
**PHILIP R. HOCHBERG**  
**AARON P. SHAINIS**  
**LEE J. PELTZMAN**  
**GARY S. SMITHWICK**  
**JAMES E. MEYERS**

OF COUNSEL  
**ROBERT BENNETT LUBIC**

TELECOPY  
(202) 223-2695

**August 2, 1988**

**H. Walker Feaster, Acting Secretary**  
**Federal Communications Commission**  
**1919 M Street, N.W.**  
**Washington, D.C. 20554**

**Re: File Nos. BTC-880531EA and BTCH-880531EB and**  
**BTC-880531EC and BTCH-880531ED**

**Dear Mr. Feaster:**

On behalf of Diamond State Broadcasting, Inc., licensee of radio stations KCCL-AM&FM, Paris, Arkansas, and KLRA-AM&FM, England, Arkansas there is transmitted herewith in triplicate an amendment to above-referenced applications. This amendment was requested informally by the Commission's staff.

Should additional information be necessary in connection with this matter please communicate with this office.

Sincerely,

  
**James A. Koerner**  
**Counsel for Diamond**  
**State Broadcasting, Inc.**

**cc: Myrtle Hastie**

**JAK/mvh/B08/02/88**

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Office of the Secretary

July 29, 1988

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Washington, D. C. 20554

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3. Attached hereto is an Equal Employment Opportunity Model Program.

Respectfully submitted,

DIAMOND STATE BROADCASTING, INC.  
and WILLIE R. HARRIS

By Willie R. Harris  
President

BROADCAST EQUAL EMPLOYMENT OPPORTUNITY

MODEL PROGRAM REPORT

AUG - 2 1988

Federal Communications Commission  
Office of the Secretary

1. APPLICANT

Name of Applicant  Diamond State Broadcasting, Inc.	Address  P.O. Box 40 England, AR 72046
Telephone Number (include area code)	

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- ☒ Application for Transfer of Control
- (a) Call letters (or channel number of frequency) ..... KCCL
- (b) Community of License (city and state) ..... Paris, AR
- (c) Service: ☒ AM ☒ FM ☐ TV ☐ Other (Specify) \_\_\_\_\_

INSTRUCTIONS

Applicants seeking authority to construct a new commercial, noncommercial or international broadcast station, applicants seeking authority to obtain assignment of the construction permit or license of such a station, and applicants seeking authority to acquire control of an entity holding such construction permit or license are required to afford equal employment opportunity to all qualified persons and to refrain from discrimination in employment and related benefits on the basis of race, color, religion, national origin or sex. See Section 73.2080 of the Commission's Rules. Pursuant to these requirements, an applicant who proposes to employ five or more full-time employees must establish a program designed to assure equal employment opportunity for women and minority groups (that is, Blacks not of Hispanic origin, Asians or Pacific Islanders, American Indians or Alaskan Natives and Hispanics). This is submitted to the Commission as the Model EEO Program. If minority group representation in the available labor force is less than five percent (in the aggregate), a program for minority group members is not required. In such cases, a statement so indicating must be set forth in the EEO model program. However, a program must be filed for women since they comprise a significant percentage of virtually all area labor forces. If an applicant proposes to employ fewer than five full-time employees, no EEO program for women or minorities need be filed.

Guidelines for a Model EEO Program and a Model EEO Program are attached.

NOTE: Check appropriate box, sign the certification below and return to FCC:

- ☐ Station will employ fewer than 5 full-time employees; therefore no written program is being submitted.
- ☒ Station will employ 5 or more full-time employees. Our Model EEO Program is attached. (You must complete all sections of this form.)

I certify that the statements made herein are true, complete, and correct to the best of my knowledge and belief, and are made in good faith.

Signed and dated this 29th day of July, 1988

Signed  
Title

*William R. Harris*  
President

WILLFUL FALSE STATEMENTS MADE ON THIS FORM ARE PUNISHABLE BY FINE AND IMPRISONMENT.  
U.S. CODE, TITLE 18, SECTION 1001.

## **GUIDELINES TO THE MODEL EEO PROGRAM**

The model EEO program adopted by the Commission for construction permit applicants, assignees and transferees contains five sections designed to assist the applicant in establishing an effective EEO program for its station. The specific elements which should be addressed are as follows:

### **I. GENERAL POLICY**

The first section of the program should contain a statement by the applicant that it will afford equal employment opportunity in all personnel actions without regard to race, color, religion, national origin or sex, and that it has adopted an EEO program which is designed to fully utilize the skills of qualified minorities and women in the relevant available labor force.

### **II. RESPONSIBILITY FOR IMPLEMENTATION**

This section calls for the name (if known) and title of the official who will be designated by the applicant to have responsibility for implementing the station's program.

### **III. POLICY DISSEMINATION**

The purpose of this section is to disclose the manner in which the station's EEO policy will be communicated to employees and prospective employees. The applicant's program should indicate whether it: (a) intends to utilize an employment application form which contains a notice informing job applicants that discrimination is prohibited and that persons who believe that they have been discriminated against may notify appropriate governmental agencies; (b) will post a notice which informs job applicants and employees that the applicant is an equal opportunity employer and that they may notify appropriate governmental authorities if they believe that they have been discriminated against; and (c) will seek the cooperation of labor unions, if represented at the station in the implementation of its EEO program and in the inclusion of nondiscrimination provisions in union contracts. The applicant should also set forth any other methods it proposes to utilize in conveying its EEO policy (e.g., orientation materials, on-air announcements, station newsletter) to employees and prospective employees.

### **IV. RECRUITMENT**

The applicant should specify the recruitment sources and other techniques it proposes to use to attract qualified minority and female job applicants. Not all of the categories of recruitment sources need be utilized. The purpose of the listing is to assist the applicant in developing specialized referral sources to establish a pool of qualified minorities and women who can be contacted as job opportunities occur. Sources which subsequently prove to be nonproductive should not be relied on and new sources should be sought.

### **V. TRAINING**

Training programs are not mandatory. Each applicant is expected to decide, depending upon its own individual situation, whether a training program is feasible and would assist in its effort to increase the available pool of qualified minority and female applicants. Additionally, the applicant may set forth any other assistance it proposes to give to students, schools or colleges which is designed to be of benefit to minorities and women interested in entering the broadcasting field. The beneficiary of such assistance should be listed, as well as the form of assistance, such as contributions to scholarships, participation in work study programs, and the like.

## **MODEL EQUAL EMPLOYMENT OPPORTUNITY PROGRAM**

### **I. GENERAL POLICY**

It will be our policy to provide employment opportunity to all qualified individuals without regard to their race, color, religion, national origin or sex in all personnel actions including recruitment, evaluation, selection, promotion, compensation, training and termination.

It will also be our policy to promote the realization of equal employment opportunity through a positive, continuing program of specific practices designed to ensure the full realization of equal employment opportunity without regard to race, color, religion, national origin or sex.

To make this policy effective, and to ensure conformance with the Rules and Regulations of the Federal Communications Commission, we have adopted an Equal Employment Opportunity Program which includes the following elements:

### **II. RESPONSIBILITY FOR IMPLEMENTATION**

(Name/Title) Willie R. Harris, President will be responsible for the administration and implementation of our Equal Employment Opportunity Program. It will also be the responsibility of all persons making employment decisions with respect to the recruitment, evaluation, selection, promotion, compensation, training and termination of employees to ensure that our policy and program is adhered to and that no person is discriminated against in employment because of race, color, religion, national origin or sex.

### **III. POLICY DISSEMINATION**

To assure that all members of the staff are cognizant of our equal employment opportunity policy and their individual responsibilities in carrying out this policy, the following communication efforts will be made:

- ☒ The station's employment application form will contain a notice informing prospective employees that discrimination because of race, color, religion, national origin or sex is prohibited and that they may notify the appropriate local, State or Federal agency if they believe they have been the victims of discrimination.
- ☒ Appropriate notices will be posted informing applicants and employees that the station is an Equal Opportunity Employer and of their right to notify an appropriate local, State or Federal agency if they believe they have been the victims of discrimination.
- ☐ We will seek the cooperation of unions, if represented at the station, to help implement our EEO program and all union contracts will contain a nondiscrimination clause.
- ☐ Other (specify)

#### IV. RECRUITMENT

To ensure nondiscrimination in relation to minorities and women, and to foster their full consideration whenever job vacancies occur, we propose to utilize the following recruitment procedures:

- ☒ We will contact a variety of minority and women's organizations to encourage the referral of qualified minority and women applicants whenever job vacancies occur. Examples of organizations we intend to contact are:

NOW

NAACP

- ☒ In addition to the organizations noted above, which specialize in minority and women candidates, we will deal only with employment services, including State employment agencies, which refer job candidates without regard to their race, color, religion, national origin or sex. Examples of these employment referral services are:

State Employment Service

- ☒ When we recruit prospective employees from educational institutions such recruitment efforts will include area schools and colleges with minority and women enrollments. Educational institutions to be contacted for recruitment purposes are:

Area High Schools

- ☒ When we place employment advertisements with media some of such advertisements will be placed in media which have significant circulation or viewership or are of particular interest to minorities and women. Examples of media to be utilized are:

Broadcasting

- ☒ We will encourage employees to refer qualified minority and women candidates for existing and future job openings.



## V. TRAINING

- ☐ Station resources and/or needs will be such that we will be unable or do not choose to institute programs for upgrading the skills of employees.
- ☒ We will provide on-the-job training to upgrade the skills of employees.
- ☐ We will provide assistance to students, schools, or colleges in programs designed to enable qualified minorities and women to compete in the broadcast employment market on an equitable basis:

School or Other Beneficiary

Proposed Form of Assistance

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- ☐ Other (specify)

### FCC NOTICE TO INDIVIDUALS REQUIRED BY THE PRIVACY ACT AND THE PAPERWORK REDUCTION ACT

The solicitation of personal information requested in this application is authorized by the Communications Act of 1934, as amended. The principal purpose for which the information will be used is to determine if the application requested is consistent with the public interest. The staff, consisting variously of attorneys, analysts, engineers, and applications examiners, will use the information to determine whether the application should be granted, denied, dismissed, or designated for hearing. If all the information requested is not provided, the application may be returned without action having been taken upon it or its processing may be delayed while a request is made to provide the missing information. Accordingly, every effort should be made to provide all necessary information. Your response is required to obtain the requested authority.

THE FOREGOING NOTICE IS REQUIRED BY THE PRIVACY ACT OF 1974, P.L. 93-579, DECEMBER 31, 1974, 5 U.S.C. 552a(e)(3) AND THE PAPERWORK REDUCTION ACT OF 1980, P.L. 96-511, DECEMBER 11, 1980, 44 U.S.C. 3507.

**KOHU/1360** HERMISTON BROADCASTING COMPANY **KQFM/99.3**  
P.O. BOX 145 • HERMISTON, OREGON 97838 • (503) 567-6500

May 20, 1988

Mr. Thomas N. Albers  
Chief, AM Branch  
Mass Media Bureau  
Federal Communications Commission  
Washington, DC 20554

FCC reference: 8910-JDS  
Hermiston Broadcasting Co.  
KOHU, Hermiston, Oregon  
File#BP-860313AJ

Dear Mr. Albers,

MAY 25 1988

**AM BRANCH**

This letter is in response to your telegram of May 2, 1988 regarding our ~~form~~ 302 to cover license for BP-860313AJ and certain discrepancies in the application.

I hope that the information we are providing will be sufficient to answer your questions.

In Accordance with our application for a construction permit for this project, we are using the newly constructed tall tower for daytime non-DA operation. The tower is 423 feet tall, and is the southeast tower of the two-tower array. The antenna for our sister station, KQFM is side-mounted on this tower with the center of radiation at the 412 foot level.

In accordance with standard engineering practice, the other element of the directional array was "floating" during the impedance measurements and the daytime field intensity study. This is to say that this tower was disconnected from all circuits and had only a high impedance static drain choke connected in parallel with the base insulator. Field intensity measurements by my engineer, Mr. Dave Hebert, confirm there is minimum secondary radiation from this device during non-DA operation.

I regret the time lag between the field measurements and actual filing of the 302 form. My engineers ran into difficulty obtaining the new inverse field graph forms, as well as the USGS maps required. Because two engineers worked on the application, an element of efficiency was lost in the processing.

The previously type approved phase monitor sampling system was modified to meet the requirements of the unequal tower heights. Insulated sampling loops were rigidly attached to the towers at precisely 1/4 wavelength from the top of each tower. These loops were electrically connected into the existing lines with two equal, phase-stabilized lengths of solid outer conductor coax. On the tall tower, at a point 1/4 wavelength from the base insulator, this cable is electrically bonded to a tower leg; otherwise, it is rigidly insulated from the structure. To allow for equal environmental exposure to both coax lengths,

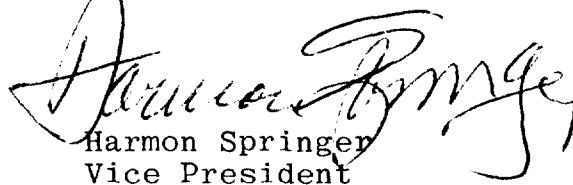
the excess cable for the short tower sampling loop is coiled and kept in a wooden container attached to the side of the tuning house. This container is designed not to protect the cable from the elements, but rather provide a physically stable method of supporting it. All of the sampling lines are rigidly supported according to manufacturer's instructions.

An error was discovered in plotting the 180 degree non-DA field measurements. This graph has been redrawn, and I am enclosing four copies of the corrected graph, as well as a corrected page showing tabulation of inverse fields for the non-DA antenna and a corrected polar plot of the non-DA pattern. With the corrected data, the RMS value was increased from 738.64 mv/m to 749.67 mv/m at 1 Km.

Mr. Hebert is investigating the non-DA pattern distortion referred to in your communication. His preliminary measurements are inconclusive at this time. As I mentioned earlier, we do not feel that there is an effect being generated by the nighttime tower. Upon the resolution of whatever problem there may be, close-in measurements will be taken as require.

I therefore request an additional thirty (30) days to prepare the response still required. I regret any inconvenience caused by these omissions.

Sincerely,



Harmon Springer  
Vice President

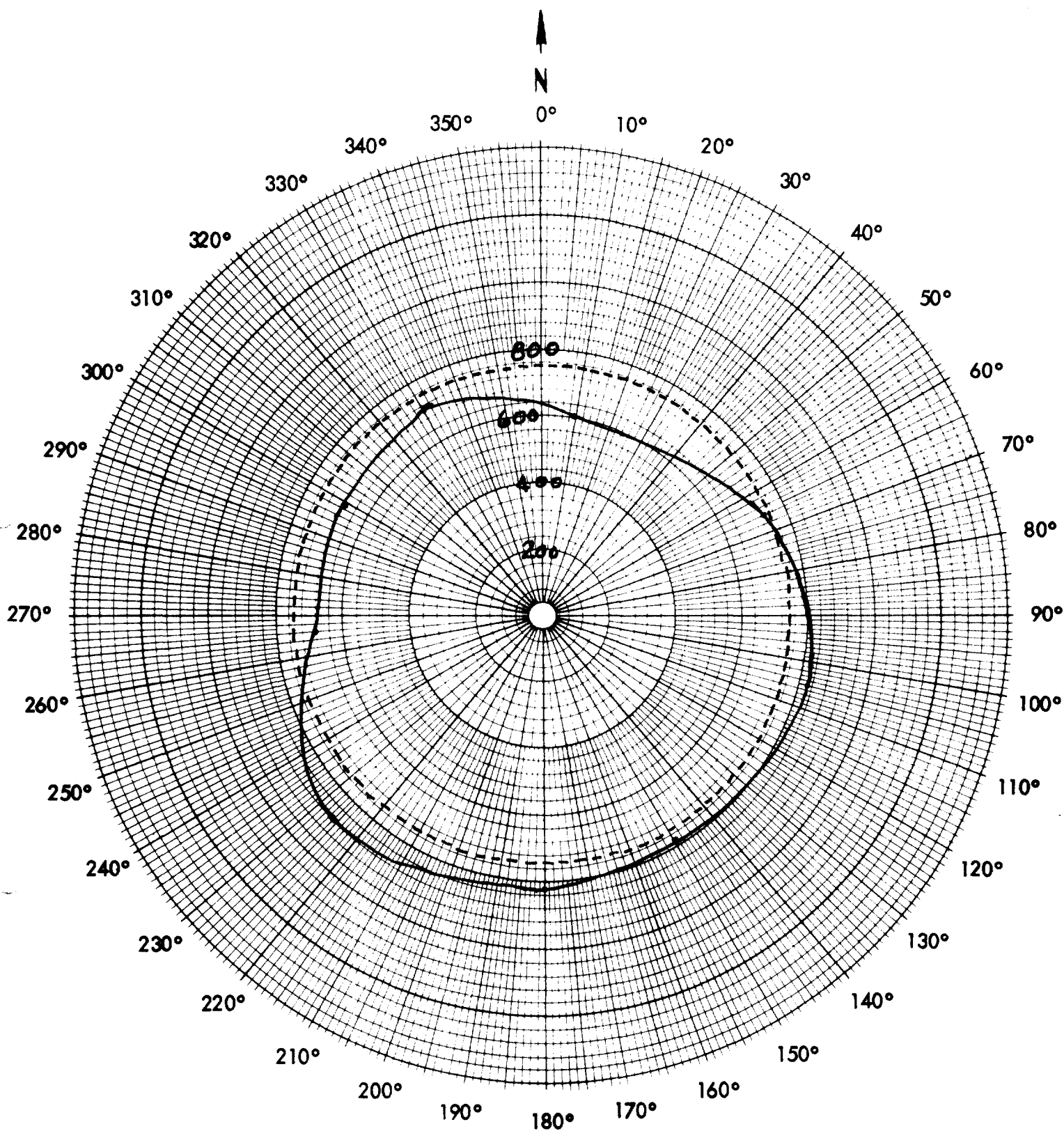
KOHU Hermiston, OR  
Directional Antenna Analysis  
TABULATION OF NON-DIRECTIONAL INVERSE FIELDS

RADIAL	INVERSE FIELD Mv/m @ 1 km.
9.5°	605
66	730
105	825
150	780
180	825
225	880
266	680
290.5	675
330	705

R.M.S. Value 749.67 mv/m @ 1 km.

R.M.S. Value confirmed by comparison of areas within a circular plot at the calculated value and the area within the plot of measured values. Comparison was made with polar planimeter.

Measurements were made in the daytime operating mode with a power of 4.3 Kw.



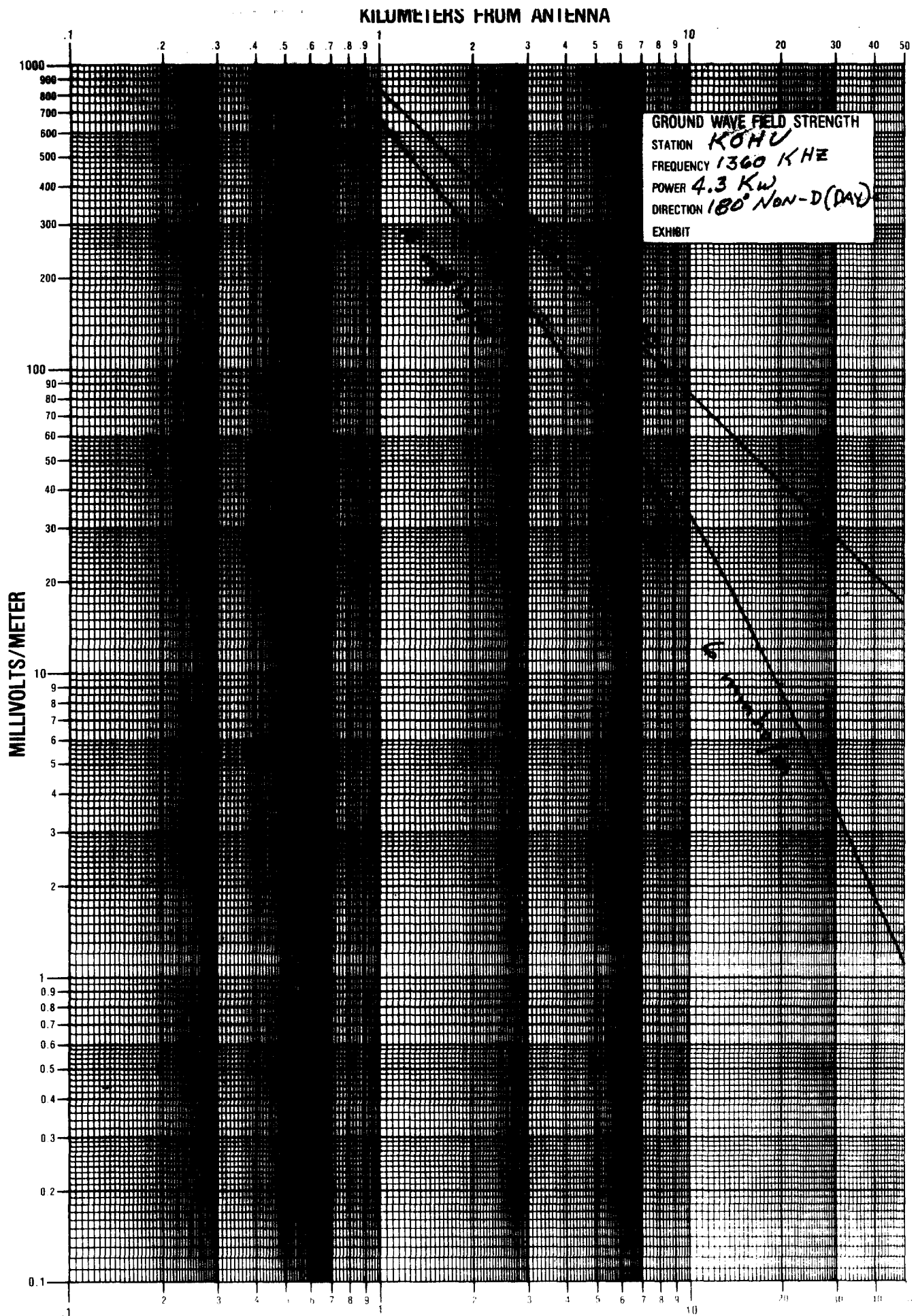
KOHU Hermiston, OR

Polar plot of non-directional operation. Areas compared using polar planimeter, essentially equal.

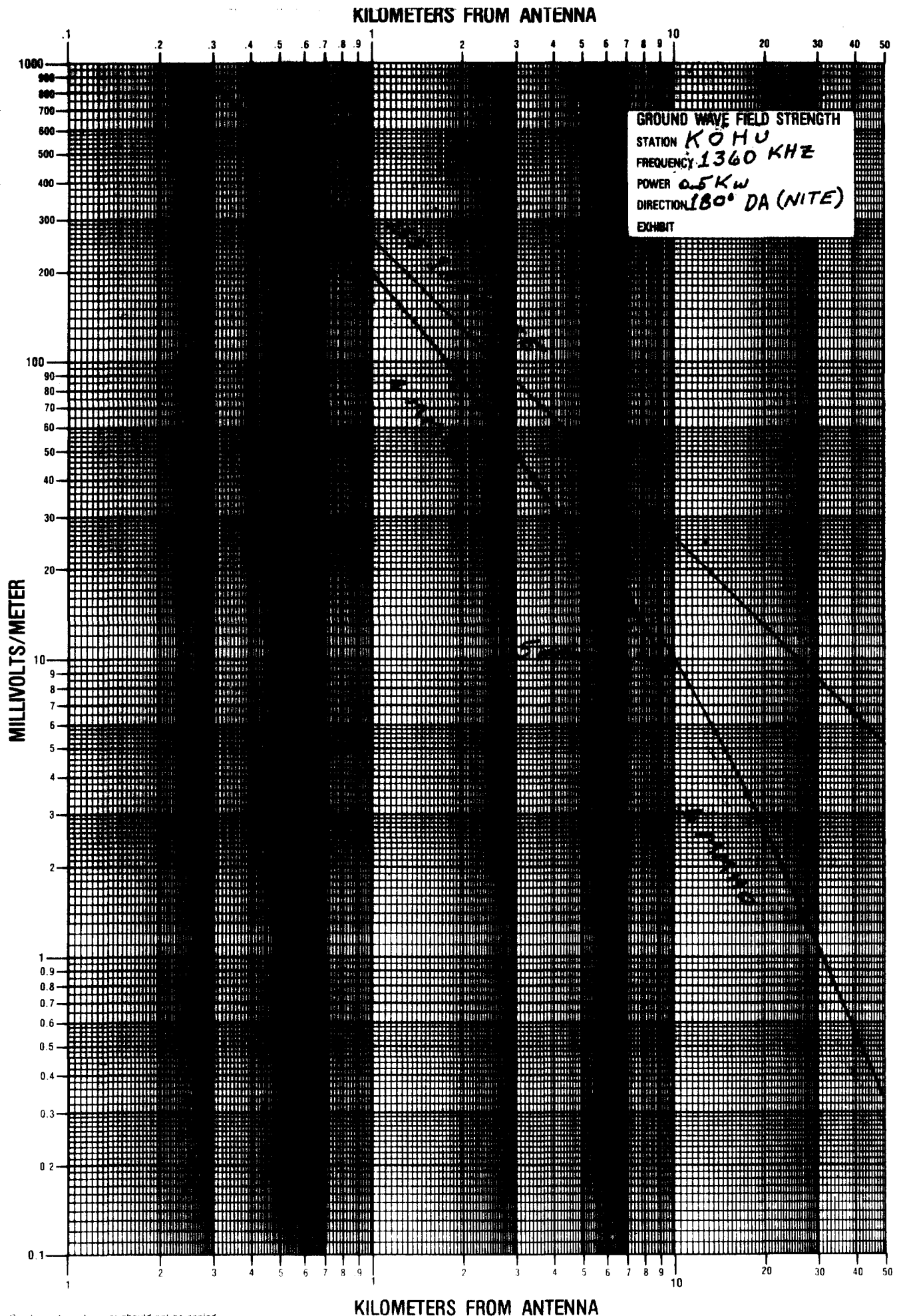
= Plot of measured points.

= R.M.S. Value

R.M.S. Value = 749.67 mv/m@1 km.



Graphs and graph paper should not be copied. Office copiers introduce geometric distortions which will affect accuracy. Copies for submission to the FCC and station files should only be made after all data have been plotted.



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 mission to the FCC and station files should  
 only be made after all data have been plotted.

FEDERAL COMMUNICATIONS COMMISSION

WASHINGTON, D.C. 20554

NOV 8 1988

IN REPLY REFER TO:  
8910

DIAMOND STATE BROADCASTING, INC.  
P. O. BOX 40  
ENGLAND, AR 72046

Call Letters: ✓  
Date Granted: KCCL, KCCL-FM  
File Number(s) OCTOBER 12, 1988  
BTC-880531EA  
BTCH-880531EB

**NOTICE TO LICENSEE/PERMITTEE:**

Enclosed is FCC Form 732 mailed to the seller and buyer notifying them of Commission consent to the transfer of stock of the Corporation. Voluntary transfers are required to be completed by the licensee/permittee within sixty (60) days of the date granted.

In addition to filing the below mentioned FCC Form 323, you are required to immediately notify this office (8910), by letter, as to the exact date of the consummation; that is, the date on which the acts necessary to effect the transfer were completed.

Within thirty (30) days after the consummation of the transfer it will be necessary for you to submit an Ownership Report (FCC Form 323) reporting all changes as required by Section 73.3615 of the Rules. Where applicable, a separate Ownership Report should also be completed and submitted for any holding company (25% or greater ownership interest) of the licensee/permittee. Contractual information required by Section 73.3613 not currently reported or on file with the Commission should be fully reported in Item 6, page one of the Ownership Report and copies of each instrument should be submitted with the report. If this is an involuntary transfer that was a result of a death or court action, an Ownership Report must be filed to determine that all requirements of the Rules have been met and reported.

It is of the utmost importance that all Commission correspondence comes to the immediate attention of the permittee or licensee. Only one mailing address can be maintained for each station. Unless we hear from you to the contrary, the above address will be used as your permanent mailing address.

Enclosures  
cc:  
Ownership



UNITED STATES OF AMERICA  
FEDERAL COMMUNICATIONS COMMISSION  
Washington, D.C. 20554

BTC-880531EA  
BTCH-880531EB  
BTC-880531EC  
File No.(s): BTCH-880531ED

Class of station(s): AM, FM

<input type="checkbox"/> CONSENT TO ASSIGNMENT: <input checked="" type="checkbox"/> CONSENT TO TRANSFER CONTROL: <input type="checkbox"/> CONSENT TO TRANSFER STOCK: Whereby of Control by is effected.	FROM  LOWELL S. JUMPER & SHEILA JUMPER
	TO  WILLIE R, HARRIS
Licensee/Permittee: (for transfer only) DIAMOND STATE BROADCASTING, INC.	

<u>CALL SIGN(s)</u>	<u>STATION LOCATION(s)</u>	<u>AUXILIARY STATION(s) (for assignments only)</u>
KCCL	PARIS, AR	
KCCL-FM	PARIS, AR	
KLRA	ENGLAND, AR	
KLRA-FM	ENGLAND, AR	

Under authority of the Communications Act of 1934, as amended, the consent of the Federal Communications Commission is hereby granted to the transaction indicated above.

The Commission's consent to the above is based on the representations made by the applicants that the statements contained in, or made in connection with, the application are true and that the undertakings of the parties upon which this transaction is authorized will be carried out in good faith.

The actual consummation of voluntary transactions shall be completed within 60 days from the date hereof, and notice in letter form thereof shall promptly be furnished the Commission by the buyer showing the date the acts necessary to effect the transaction were completed. Upon furnishing the Commission with such written notice, this transaction will be considered completed for all purposes related to the above described station(s).

FCC Form 323 (Ownership Report), must be filed within 30 days after consummation, by the licensee/permittee or assignee.

**ADDITIONAL REQUIREMENTS FOR ASSIGNMENTS ONLY:**

Upon consummation the assignor must deliver the permit/license, including any modifications thereof to the assignee.

It is hereby directed that, upon consummation, a copy of this consent be posted with the station authorization(s) as required by the Commission's Rules and Regulations.

The assignee is not authorized to construct nor operate said station(s) unless and until notification of consummation in letter form has been forwarded to the Commission.

Dated: OCTOBER 12, 1988

tme

NOV 8 1988

FEDERAL  
COMMUNICATIONS  
COMMISSION



FCC 732  
March 1983